From: Carlin, Jayne

To: Carlin, Jayne; Sweeney, Stephen; Waye, Don; Henning, Alan; Wu, Jennifer; Byrne, Jennifer; Croxton,

Dave

Sent: 8/5/2014 6:04:17 PM

Subject: OR CZARA 319 Penalty Issue

Attachments: Calculating Amount to Withhold, Issue Paper,dw-jc-sjs,8-5-14.docx